Understanding Enlisted Community Health

Effective 1 October 2010, FR-PTS shifted to managing their FR-PTS quotas by Year Group (YG). The ECMs will use all available tools at their disposal to ensure the decisions that are made are the best for their entire enlisted rating(s) that they manage. Length of Service (LOS) is another way of representing Year Groups (YG). LOS changes from day to day, week to week, month to month as Sailors move in and out of specific LOS as time goes by. YGs stay steady as a Sailor remains in their specific year group throughout their entire career.

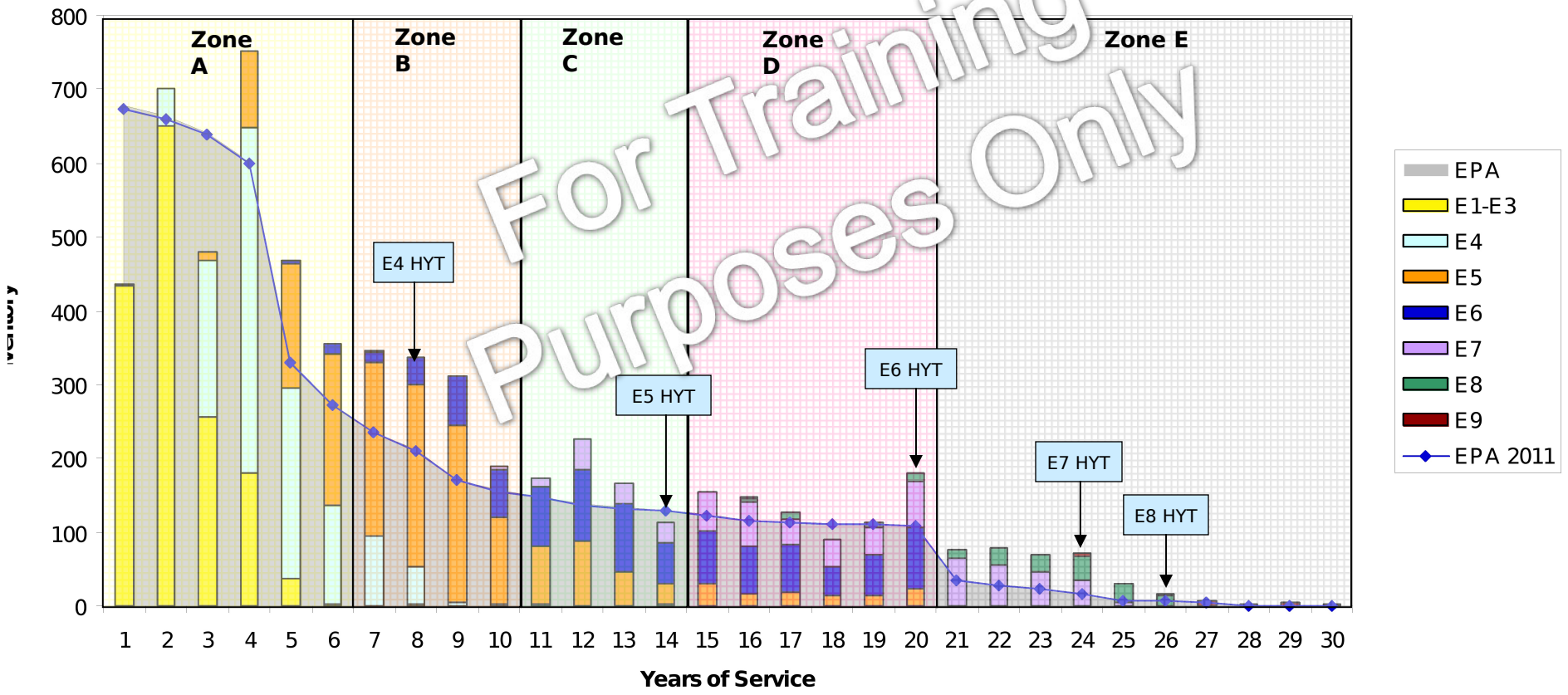
Looking at their enlisted communities by Year Group (YG) is simply another "piece of the puzzle" in providing the whole picture for any particular enlisted rating. Managing Enlisted Communities by LOS and YG continues to be one of the best and most valuable tools available to the ECMs.

Definition of Year Group (YG)

- Year Group (YG) is based on the Fiscal Year (FY) that a Sailor attended Recruit Training (i.e., entered boot camp December 2009 = YG 2010). Sailors will only be compared against their peers within the same Year Group (YG) vice being compared to Sailors in a whole zone (i.e., E5 with 6.5 years in the Navy to an E6 with 9.5 years).

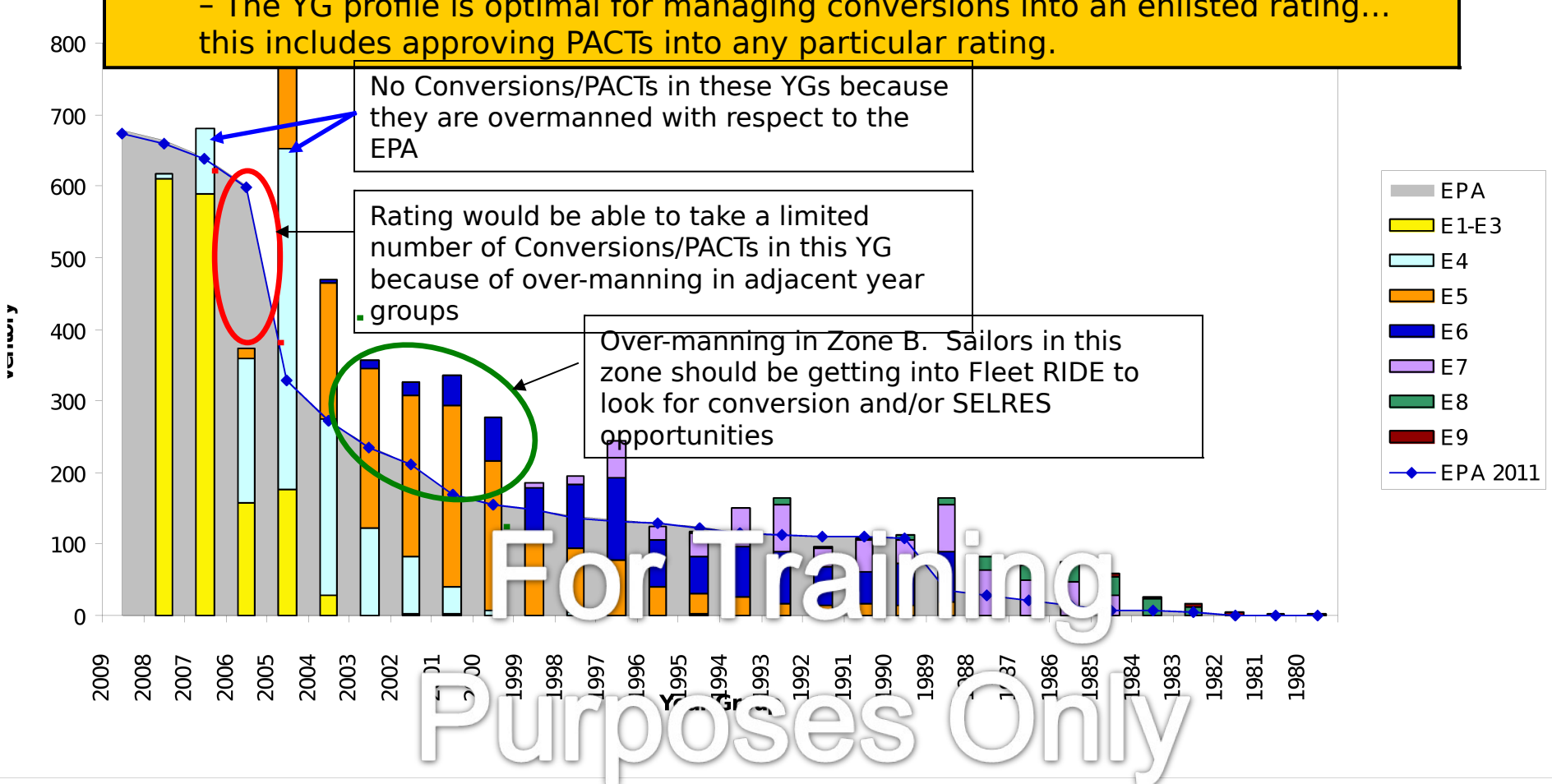
BM Rating LOS Profile

- ECMs manage enlisted communities using Length of Service (LOS) Cell profiles
  - The LOS a particular Sailor resides in is dependent on the Sailor's ADSD
  - The number of Sailors in any particular LOS cell changes day-to-day, week-to-week, month-to-month as Sailors in the cell pass their ADSD anniversary and move into the next LOS cell.
  - LOS management is optimal for managing manpower within the various retention zones (A, B, C, D, and E)



BM Rating Year Group Profile

- Similar to the LOS profile, Enlisted Communities can also be shown by Year Group profile. The chart below is the same enlisted rating as in the previous slide, but in YG profile
  - YG is the FY in which a Sailor attended Recruit Training. A Sailor remains in the same YG throughout their entire career,
  - Except for Sailors leaving the Navy, a YG remains constant throughout a 12-month Fiscal Year period
  - The YG profile is optimal for managing conversions into an enlisted rating… this includes approving PACTs into any particular rating.



For Training Purposes Only